

AGREEMENT
between the
UNION PACIFIC RAILROAD COMPANY-EASTERN DISTRICT
and the
BROTHERHOOD OF LOCOMOTIVE ENGINEERS

**CANCELLED BY SYSTEM AGREEMENT
INSTRUCTOR ENGINEER
AND LETTER OF JULY 26, 1996**

IT IS AGREED:

The following conditions shall apply to the Company's Training Program for training and qualifying firemen for promotion to Locomotive Engineer:

1. The Company and the BLE shall cooperate in selecting Locomotive Engineers to act as Engineer-Instructors. While performing the normal duties, an Engineer-Instructor will act as a Field Instructor, indoctrinating the trainee in the functions and responsibilities of engineers under actual working conditions.

NOTE: An engineer selected, under paragraph 1 above, as an Instructor under this Agreement shall not refuse the training obligation set forth herein.

2. The Engineer-Instructors will permit the designated trainee under their supervision to operate the engine and perform other functions of an engineer.

3. The Engineer-Instructors will not be held responsible for broken knuckles, damaged drawbars, or rough handling when the engine is operated by the trainee. They will, however, be responsible for the safe movement of their train and engine.

4. Engineer-Instructors will complete progress reports on a trainee assigned to them, as may be directed, which will be considered in determining qualifications for promotion to engineer. Incompetence, lack of judgment or other detrimental traits or attitudes will be reported.

5. Engineer-Instructors will be paid the rate of pay applicable to assignments without firemen - when accompanied by a designated trainee in the Training Program.

6. Engineer-Instructors in road service will be paid a differential of \$8.00 for each tour of duty, at the rate of the service in which engaged, that a trainee is assigned to them for training. Engineer-Instructors in yard service will be paid thirty (30) minutes for each tour of duty that a trainee is given training.

NOTE: This payment shall apply only while a fireman is undergoing training and not thereafter.

7. Any rule of the BLE Agreement which may be in conflict with the Carrier's Training Program as it relates to promotion of a fireman to the rank and status of an engineer is modified to the extent necessary to conform with such Training Program.

8. This Agreement shall be effective February 1, 1979.

Dated at Salt Lake City, Utah, this 16th day of January, 1979.

BROTHERHOOD OF
LOCOMOTIVE ENGINEERS

UNION PACIFIC
RAILROAD COMPANY

 /s/ P. H. PATTEN
General Chairman

 /s/ ALDEN LOTT
Director, Labor Relations - SCD

 /s/ E. G. BECKER
General Chairman

 /s/ J. H. KENNY
Director, Labor Relations - ED

 /s/ J. L. McDERMOTT
General Chairman

 /s/ J. E. COOK
Director, Labor Relations - NWD

 /s/ E. E. SMITH
General Chairman